

X MEMORANDUM OF AGREEMENT

BETWEEN

East Hanover Township Board of Education
THE BOARD OF EDUCATION OF THE TOWNSHIP OF EAST HANOVER

MORRIS COUNTY, NEW JERSEY

and

THE EAST HANOVER EDUCATION ASSOCIATION

i
A (FL) 24.

LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

OCT 17 1989

RUTGERS UNIVERSITY

1988-1989

1989-1990

XX July 1, 1988 - June 30, 1990

MEMORANDUM OF AGREEMENT BETWEEN THE BOARD OF EDUCATION
FOR THE TOWNSHIP OF EAST HANOVER, MORRIS COUNTY, NEW JERSEY
AND THE EAST HANOVER EDUCATION ASSOCIATION

1. The Teachers, Custodians and Secretaries Salary Guides agreed as a result of collective negotiations between the Board of Education of the Township of East Hanover, Morris County, New Jersey, and the East Hanover Education Association for the school years of 1988-1990, shall be set forth on Schedules "A", "B", "C" and "D" annexed hereto.

2. All terms and conditions of the Agreement between the Board of Education and the Township of East Hanover and the East Hanover Education Association for the school years of 1988-1990 shall be the same as the Agreement for the years of 1986-1988, except for the following:

D. J.R. (FL)
ARTICLE I-DURATION OF AGREEMENT

A. This Agreement, dated as below, shall take effect July 1, 1988 and shall continue in force and effect without change until June 30, 1990, with the exception of any mutually agreed upon amendments which shall be embodied in writing and signed by the parties.

ARTICLE III
MEDICAL BENEFITS

1. It is expressly agreed that the Board of Education will pay the sum of \$31,900.00 for the total costs of a Dental Plan for all members of the Association effective December 1, 1988, until June 30, 1989. Any cost above the sum of \$31,900.00 shall be borne solely by the employees through the payroll deduction plan.

2. It is expressly agreed that the Board of Education will pay the sum of \$55,000.00 for the total cost of a Dental Plan for all members of the Association effective July 1, 1989, and any increase in cost or premium shall be borne solely by the Association through the payroll deduction plan. *THE ASSOCIATION WILL BE RESPONSIBLE FOR ALL EMPLOYEES. J.R. (FL)*

3. All members of the Association who participate in the Dental and Prescription Plan shall contribute the sum of \$50.00 towards each Plan in which they participate through the payroll deduction plan.

ARTICLE IV GRIEVANCE PROCEDURE

A grievance to be considered under this procedure, must be initiated by the Teacher within 15 working days from the time that the Teacher knows, or should know, of its occurrence; otherwise, the same shall be deemed to have been abandoned.

ARTICLE VI YEAR, DAYS, AND HOURS OF WORK

9(NEW) Attendance at Back To School Night by all members of the Association is mandatory, without additional compensation, and without a shorter teaching day. *(BACK TO SCHOOL NIGHT EXCLUDES MAINTENANCE CUSTODIAL AND SECRETARIAL EMPLOYEES).*

ARTICLE VII SICK LEAVE

1. All eligible employees may have two (2) personal leave days, without reason, in a school year, none of which are accumulative. No personal leave days shall be taken by an employee a day before or a day after Holidays and Vacations, except for good cause and with the

approval of the Superintendent. His decision shall be final and not subject to the grievance procedure.

2. Additional requests for personal leave days shall conform to the provisions of Section H of this Article.

BASIC SKILL INSTRUCTORS

1(NEW) Basic Skill Instructors shall be placed on the Teachers' Salary Guide effective July 1, 1988, on a Step closes to their present salary.

ARTICLE IX (SECRETARIES)
ARTICLE VII (CUSTODIANS)
SICK LEAVE

1(NEW) A Secretary or Custodian who has been employed in the East Hanover District for at least ten (10) years, and who has vested rights in the Pension Plan, and who retires, shall be eligible for payment for unused accumulated sick leave as follows:

Upon retirement, the retiring Secretary or Custodian, shall be compensated for his or her accumulated sick leave to an amount equivalent ^{To D.R. (E)} thirty three and one-third (33 1/3%) percent of his or her accumulated sick leave, and in no event to exceed the sum of \$3,000.00. Said sum, due and payable on July 1, in the year of retirement, or January 1, the year following retirement, at the option of the retiring Secretary or Custodian.

ARTICLE III (SECRETARIES)
WORK HOURS

C.(NEW) Secretaries do not have to secure their own substitutes when they are out for sick leave.

MISCELLANEOUS

It is agreed to by the parties, that both parties to this Contract in cooperation with each other, will prepare an up-dated Contract which will include all the amendments thereto, and same will be available to all employees.

Dated:

THE EAST HANOVER EDUCATION
ASSOCIATION

By Pres. *Istena Lusk*

By Sec. _____

THE BOARD OF EDUCATION OF EAST
HANOVER, MORRIS COUNTY, N.J.

By Pres. _____

By Sec. *[Signature]*